












# KEY PERFORMANCE DATA SUMMARY<sup>1</sup>

Commitment	KPI Measurement	2010			
		Baseline	2015	2016	2017
<b>DRINKS</b>					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020, and that's in addition to the 5% reduction achieved in the previous 5 years. <sup>2</sup>	Reduction in the average sugar per litre in our soft drinks portfolio (%)		5.3 <sup>3</sup>	1.5	 <b>4.2</b>
We'll aim for 50% of our sales to come from low or no-calorie drinks. <sup>4</sup>	Percentage of volume sold which is low or no-calorie (%)	33	34	35	 <b>37</b>
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks.	Number of new product introductions which have had their recipes changed to reduce sugar since 2010 (Number)				<b>117</b>
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes.	Percentage of volume sold in packs that are 250ml or less (%)			5.6	<b>4.8</b>
<b>PACKAGING<sup>5</sup></b>					
We'll make sure that 100% of our packaging is recyclable or reusable.	Percentage of packaging that is recyclable <sup>6</sup> (%)				<b>96.6</b>
	Percentage of packaging that is refillable (%)	29	25	23	<b>21</b>
We'll work with local and national partners to collect 100% of our packaging in Western Europe.	PET packaging collected for recycling as a percentage of total PET packaging put onto the market (%)				<b>96.6</b>
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET).	Percentage of PET used that is rPET (%)	16.0	25.8	 22.8	 <b>24.6</b>
<b>SOCIETY</b>					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions.	Percentage of women in management positions (senior manager level and above) (%)				 <b>32.6</b>
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships.	Total community investment contribution (€)			6.5	<b>4</b>
	Percentage of pre-tax profits (%)			0.5	<b>0.35</b>
	Total number of volunteering hours (Hours)			9,775	<b>9,209</b>
<b>WATER</b>					
We'll protect the sustainability of the water sources we use for future generations.	Sites with Source Water Protection Plans and Source Water Assessments in place (%)	100	100	100	<b>100</b>
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain. <sup>7</sup>	Water use ratio (litres/litre of product produced)	1.82	1.65	 1.61	 <b>1.605</b>
	Percentage reduction in water use ratio since 2010 (%)		9.30	11.42	<b>11.78</b>
We'll replenish 100% of the water we use in areas of water stress.	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) <sup>8</sup>			89	<b>110</b>
<b>CLIMATE</b>					
We'll cut greenhouse gas emissions from our core business by 50%. <sup>9</sup>	Carbon Footprint – core business operations – market based approach (tonnes of CO <sub>2</sub> e)	2,484,577	1,551,205	 1,417,761	 <b>1,359,746</b>
	Absolute reduction in greenhouse gas emissions in core business operations since 2010 (%)		37.6	42.9	<b>45.3</b>
We'll cut greenhouse gas emissions by 35% across our entire value chain.	Reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) per litre sold since 2010 (%)		23.0	26.0	<b>28.3</b>
We'll purchase 100% renewable electricity by 2020.	Percentage of electricity purchased that comes from renewable sources (%)	1.2	55.5	 75.0	 <b>87.5</b>
<b>SUPPLY CHAIN</b>					
We'll continue to embed sustainability, ethics and human rights into our supply chain.	Spend with suppliers covered by our Supplier Guiding Principles (%)				<b>80</b>
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020.	Percentage of sugar sourced through suppliers in compliance with our SAGPs <sup>10</sup> (%)				<b>83</b>

 Indicates independent assurance by DNV GL.

<sup>1</sup> Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.

<sup>2</sup> Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.

<sup>3</sup> 2015 reduction vs. 2010.

<sup>4</sup> Total CCEP sales. Does not include coffee, alcohol, beer or freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100m.

<sup>5</sup> Based upon 2017 CCEP sparkling soft drinks sales volume, at an SKU level.

<sup>6</sup> Packaging is the packaging in the hand of the consumer (RTD packaging). Recyclability criteria based upon market specific recyclability assessments.

<sup>7</sup> Water use ratio, litres of water per litre of finished product produced.

<sup>8</sup> Calculated on production volume from CCEP sites based in areas of water stress, as determined by WRI/Aqueduct analysis, and total water volumes replenished.

<sup>9</sup> Absolute carbon reduction target, irrespective of business growth. Core business operations includes manufacturing, cold drinks equipment and transportation.

<sup>10</sup> Sugar is the first agricultural ingredient for which we have supplier data. We will add further ingredients in future years, as we receive the data.

# ENVIRONMENTAL DATA

## GHG Emissions (GRI 305)<sup>1,2</sup>

### Greenhouse gases - 2017 (tonnes CO<sub>2</sub>e)

Scope	Carbon dioxide (CO <sub>2</sub> )	Nitrous oxide (N <sub>2</sub> O)	Methane (CH <sub>4</sub> )	Hydro-fluoro carbons	Percentage of footprint	Total (tonnes CO <sub>2</sub> e)
1. Direct emission (e.g. fuel)	227,759	596	343	959	16.89	229,657
2a. Indirect emissions – market-based approach <sup>3</sup> (e.g. electricity)	18,684	112	33	0	1.38	18,829
2b. Indirect emissions location-based approach <sup>3</sup> (e.g. electricity)	189,574	1,136	337	0	12.47	191,046
3. Related third-party emissions (e.g. from cold drinks equipment)	1,109,201	1,991	69	0	81.73	1,111,261
<b>Total carbon footprint (Core Business Operations)</b>	<b>1,355,644</b>	<b>2,699</b>	<b>445</b>	<b>959</b>		<b>1,359,746</b>

## Our operational carbon footprint (tonnes CO<sub>2</sub>e)<sup>4,5</sup> (GRI 305)

Metric tonnes CO <sub>2</sub> e by emission source	2010	2015	2016	2017
Cold drinks equipment	1,506,894	899,730	804,031	778,781
Operations and commercial sites	573,362	300,929	270,804	257,754
Third-party distribution	268,069	245,854	245,274	232,590
CCEP fleet	121,960	88,616	83,299	79,619
Other (including business travel)	14,292	16,077	14,353	11,002
<b>Total core operations carbon footprint</b>	<b>2,484,577</b>	<b>1,551,205</b>	<b>1,417,761</b>	<b>1,359,746</b>
Ingredients	1,070,434	1,028,880	1,019,085	984,694
Packaging	1,750,747	1,489,714	1,500,421	1,471,080
<b>Total Value Chain carbon footprint</b>	<b>5,305,758</b>	<b>4,069,799</b>	<b>3,937,268</b>	<b>3,815,520</b>

## Our normalized carbon footprint (GRI 305-4)<sup>5</sup>

	2016	2017
GHG Scope 1 & 2 emissions per litre of product produced (g CO <sub>2</sub> e/litre) (market-based Scope 2 approach)	20.91	19.64
GHG Scope 1 & 2 emissions per Euro of revenue (g CO <sub>2</sub> e/Euro) (market-based Scope 2 approach)	26.45	22.46
GHG Scope 1, 2, and 3 (full value chain) emissions per litre of product sold (g CO <sub>2</sub> e/litre) (market based Scope 2 approach)	276.4	267.8

## GHG emission reductions (absolute and normalised)<sup>5</sup>

	2015	2016	2017
Absolute reduction in greenhouse gas emissions in core business operations since 2010 (%)	37.57	42.94	45.3
Reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) per litre sold since 2010 (CO <sub>2</sub> e g/litre)	23.0	26.0	28.3

Note on sources of data and calculation methodologies Under the WRI/WBCSD Greenhouse Gas (GHG) Protocol, we measure our emissions in three 'scopes', except for CO<sub>2</sub>e emissions from biologically sequestered carbon, which is reported separately. Please note that prior year data for 2016 has been restated from last year due to more accurate data coming available. Data is consolidated from a number of sources across our business and is analysed centrally. We use a variety of methodologies to gather our emissions data and measure each part of our operational carbon footprint, including natural gas and purchased electricity data, refrigerant gas losses, CO<sub>2</sub> fugitive gas losses and transport fuel, water supply, waste water and waste management.

We use emission factors relevant to the source data including UK Department for Business, Environment and Industrial Strategy (BEIS) 2017 and IEA 2015 emission factors. Scope 1 figures include: direct sources of emissions such as the fuel we use for manufacturing and our own vehicles plus our process and fugitive emissions. Scope 2 figures include: indirect sources of emissions such as the purchased electricity we use at our sites. We report against this on both a location based and a market based approach. Scope 3 figures include: indirect sources associated with the electricity used by our cold drinks and coffee equipment at our customers' premises, our employee business travel by rail and air, emissions related to the supply of water and treatment of wastewater, emissions from the treatment of waste, fuel used by our third party distributors, and other energy related emissions not already accounted for under Scope 1 and 2 (e.g. emissions from well-to-tank and transmission and distribution). Additional Scope 3 figures from WRI/WBCSD GHG Protocol categories 1, 2, 7 and 11, are disclosed in our 2018 CDP response.

<sup>1</sup> Under the WRI/WBCSD Greenhouse Gas (GHG) Protocol, we measure our emissions in three 'scopes', except CO<sub>2</sub>e from biologically sequestered carbon, which is reported separately. In 2017, CCEP's biologically sequestered carbon was 8,660 tonnes.

<sup>2</sup> Please note we do not have PFCs or SF<sub>6</sub> emissions.

<sup>3</sup> Includes on- and off-site solar, geothermal, biomass, and combined heat and power (CHP) generation.

<sup>4</sup> Calculated using the Scope 2 market-based approach.

<sup>5</sup> Please note that previous years data has been restated due to more accurate data becoming available.

# ENVIRONMENTAL DATA CONTINUED

## Energy and renewable energy (GRI 302)

### Energy use ratio (GRI 302-4)

	2010	2015	2016	2017
Energy consumed (MJ) per litre of product	0.38	0.33	0.32	0.32

CCEP energy sources and use Direct energy consumption by Primary Energy Source (Scope 1)					GRI 302-1 GRI 302-4
Source	2016		2017		
	MWh	GJ	MWh	GJ	
Natural gas	440,097	1,584,347	447,616	1,611,418	
Diesel (CCEP fleet)	274,850	989,460	254,801	917,283	
Propane and LPG	54,779	197,203	52,578	189,282	
Light fuel oil/site diesel	42,859	154,293	35,289	127,041	
Other (jet-fuel and CNG)	15,307	55,104	2,138	7,698	
Geothermal	10,553	37,991	10,387	37,393	
Electricity CHP	6,826	24,574	8,268	29,765	
Petrol (CCEP fleet)	3,951	14,222	4,191	15,089	
Biodiesel	2,805	10,098	4,514	16,251	
Electricity solar	412	1,482	4,156	14,963	
Ground source heat	107	385	107	384	
Electricity water turbine	22	79	210	755	
Heavy fuel oil	0	0	0	0	
<b>Total direct energy consumption</b>	<b>852,568</b>	<b>3,069,245</b>	<b>824,255</b>	<b>2,967,318</b>	

CCEP energy sources and use Indirect Energy Consumption by Primary Energy Source (Scope 2)					GRI 302-1
Source	MWh	GJ	MWh	GJ	
Electricity purchased and consumed	636,180	2,290,248	628,072	2,261,060	
Heat and steam purchased and used	28,191	101,488	28,599	102,956	
<b>Total indirect energy consumption</b>	<b>664,371</b>	<b>2,391,736</b>	<b>656,671</b>	<b>2,364,016</b>	

### Renewable energy

Source	MWh	GJ	MWh	GJ	GRI 302-1
Renewable purchased electricity (Grid)	477,195	1,717,902	540,521	1,945,875	
Renewable Non-Grid/onsite electricity (Solar PV and water turbine)	333	1,199	647	2,329	
Renewable heat and steam (Biomass – district heating, Geothermal & Ground source heat pump)	38,789	139,640	28,599	102,956	
<b>Total renewable energy</b>	<b>516,317</b>	<b>1,858,741</b>	<b>569,767</b>	<b>2,051,161</b>	

### Non-renewable energy

Source	MWh	GJ	MWh	GJ	GRI 302-1
Low carbon purchased electricity (Grid)	91,571	329,656	20,543	73,953	
Fossil fuel electricity (Grid)	67,590	243,324	63,290	227,843	
Natural gas	466,892	1,608,812	447,616	1,611,418	
Light fuel oil/ site diesel	42,834	154,204	35,289	127,041	
Propane and LPG	54,961	197,859	52,578	189,282	
<b>Total non-renewable energy</b>	<b>723,848</b>	<b>2,605,855</b>	<b>619,316</b>	<b>2,229,537</b>	

## Cold drinks equipment



### Energy used in cold drinks equipment

Source	MWh	GJ	MWh	GJ	GRI 302-2
Energy used in customer locations for cold drinks equipment	2,233,336	8,040,010	2,128,787	7,663,634	

# ENVIRONMENTAL DATA CONTINUED

## Sustainable packaging (GRI 301-1)

### Packaging footprint

	Metric Tonnes	Packaging footprint %	Metric Tonnes	Packaging footprint %
Total weight of material used	2016		2017	
PET (Virgin)	163,376	25.2	157,110	24.2
PET (rPET)	52,214	8	54,402	8.4
PET (Plant PET)	13,110	2	9,971	1.5
Glass	125,478	19.4	130,708	20
Steel	84,622	13.1	78,115	12
Aluminium	79,424	12.3	84,152	13
Other (primary)	39,721	6.1	37,838	6
Secondary packaging	85,448	13.2	92,236	14.2
Tertiary packaging	4,840	0.7	4,794	0.7
Total non-recycled content packaging weight	467,460	72.1	455,468	70.1
Total recycled content packaging material weight	180,773	27.9%	193,857	29.9
<b>Total packaging weight</b>	<b>648,233</b>		<b>649,325</b>	
Percentage of PET packaging that is refillable PET		<b>16.1</b>		14.2
Percentage of glass packaging that is refillable glass		<b>87.7</b>		85.3
PET that is rPET (%)		 <b>22.8</b>		 24.6
Recycled aluminium, steel and glass content (%) <sup>1</sup>				34.1
Packaging Use Ratio <sup>2</sup>		45.73		45.75

<sup>1</sup> Based upon supplier-provided data.

<sup>2</sup> We have updated our methodology for calculating the Packaging Use Ratio in 2017 to include trippage rates for refillable packaging (PET and glass.)

## Manufacturing waste (GRI 306-2)

### Waste

	Metric Tonnes	Percentage of total waste	Metric Tonnes	Percentage of total waste
Waste by disposal type	2016		2017	
Recycled	87,365.5	92.7	79,463.8	90.7
Composting	1,131.1	1.2	1,174.1	1.3
Incineration	258.3	0.3	55.3	0.2
Waste to energy recovery	3,745.7	3.9	4,313.2	4.9
Landfill	1,708.5	1.9	2,571	2.9
<b>Total waste produced at CCEP manufacturing operations</b>	<b>94,209.1</b>		<b>87,577.4</b>	

## Hazardous/non-hazardous waste (GRI 306-2)

	Metric Tonnes	Percentage of total waste	Metric Tonnes	Percentage of total waste
Waste type	2016		2017	
Hazardous waste	502.7	92.6	437.4	0.5
Non-hazardous waste	94,549.2	1.2	87,140	99.5

# ENVIRONMENTAL DATA CONTINUED

## Water stewardship (GRI 303-1)

### Total water withdrawals by volume and type

	Volume (1,000 m <sup>3</sup> )	%	Volume (1,000 m <sup>3</sup> )	%
	2016		2017	
Municipal	14,936	72.17	14,856	73.17
Borehole	5,759	27.82	5,445	26.82
Rainwater	1	0.01	1	0.01
<b>Total water withdrawn</b>	<b>20,697</b>		<b>20,302</b>	
<b>Total water use ratio (liters of water used/litre of finished product)</b>		<b>1.61</b>		<b>1.605</b>

## Total wastewater – volume by discharge (GRI 306-1)

	Volume (m <sup>3</sup> )	Volume (m <sup>3</sup> )
	2016	2017
Discharged for treatment by municipal water treatment works	4,689,326	4,313,721
Treated onsite	3,255,062	2,936,838
Surface water	0	0
<b>Total wastewater discharged</b>	<b>7,944,388</b>	<b>7,250,558</b>

<sup>1</sup> We have updated our methodology for disclosing wastewater to include surface water in the amounts treated on site. This has resulted in a restatement of 2016's figures as well.

## Water in water-stressed areas (GRI 303-2)

	Volume (m <sup>3</sup> )	% of total production volume	Volume (m <sup>3</sup> )	% of total production volume
	2016		2017	
Total production volume in areas of water stress	5,946,045		6,402,987	50.6
Total water withdrawal from sites in areas of water stress	9,746,029		10,469,558	

## Water Replenishment

### Volume of water replenished

	Volume (m <sup>3</sup> )	Volume (m <sup>3</sup> )
	2016	2017
Belgium	30,000	42,900
France	1,920,000	3,645,000
Germany	37,300	37,300
Great Britain	268,800	880,300
Spain	3,050,000	2,439,350
<b>Total volume replenished</b>	<b>5,306,100</b>	<b>7,044,750</b>
<b>Replenishment as a percentage of production volume from sites of water stress</b>	<b>89%</b>	<b>110%<sup>1</sup></b>

<sup>1</sup> Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.

# SOCIAL DATA

## Portfolio

Portfolio	2015	2016	2017
Reduction in average sugar per litre in soft drinks portfolio (%) <sup>1,2</sup>	5.3	1.5	4.2
Percentage of volume sold which is no or low-sugar (%) <sup>3</sup>	34	35	37
Number of new product introductions which have had their recipes changed to reduce sugar since 2010			117
Percentage of volume sold in packs which is 250ml or less <sup>4</sup>		5.6	4.8

<sup>1</sup> Sparkling soft drinks and non-carbonated soft-drinks only. Does not include water or juice.

<sup>2</sup> 2015 reduction vs. 2010

<sup>3</sup> Total CCEP sales. Does not include coffee, alcohol, beer or freestyle. Low calorie beverages <=20kcal/100 ml. Zero calorie beverages <4kcal/100ml.

<sup>4</sup> Based upon 2017 CCEP sparkling soft drinks sales volume, at an SKU level.



## Safety (GRI 403-2)

### Lost-time incident rate by country

Number of lost-time incidents per 100 full-time equivalent employees. <sup>1,2</sup>	2016	2017
Belgium and Luxembourg	1.12	0.68
France	1.67	1.77
Germany	2.47	1.77
Great Britain	0.31	0.56
Iceland	3.71	3.95
The Netherlands	0.14	0.00
Norway	0.29	0.31
Sweden	0.80	0.38
Spain and Portugal	1.25	1.06
<b>CCEP Total</b>	<b>1.57</b>	<b>1.23</b>

<sup>1</sup> Data for Bulgaria shared service centre not captured.

<sup>2</sup> Data for 2016 has been restated in some cases due to updated data becoming available.

## Diversity and employment (GRI 405)

### Workplace profile

	2016	2017		GRI
		Number	Percentage	
Total employees	24,504	23,551		GRI 102-8
Male (number/%)		18,076	76.8	
Female (number/%)		5,475	23.2	
Full-time employees	23,316	22,573		GRI 401-1
Male (number/%)	18,404/79	17,605	97.4	
Female (number/%)	4,912/21	4,968	90.8	
Part-time employees	1188/4.8	448	6.8	GRI 405-1
Male (number/%)	447/1.8	110	0.6	
Female (number/%)	741/3	338	6.2	
Permanent contract	22411/91.5	21,356		GRI 405-2
Male (number/%)	17,216/70.2	16,424	90.9	
Female (number/%)	5,195/21.2	4,932	90.2	
Temporary contract	2093/8.5	1,665	13.9	GRI 102-39
Male (number/%)	1,635/6.7	1,291	7.1	
Female (number/%)	458/1.9	374	6.8	
Voluntary turnover rate (%)	5.4		5.9	GRI 403-2
Male (number/%)			68	
Female (number/%)			32	
New hire rate (%)	8.0		16	GRI 404-3
Male (number/%)			69.7	
Female (number/%)			30.3	
Absentee rate (%) <sup>1</sup>	14.55		13.1	GRI 404-1
Male (%)			6.0	
Female (%)			7.1	
Employees that receive regular performance appraisals				GRI 404-3
Management (%)			98.1	
Non-Management (%)			94.8	GRI 404-1
Average training days per employee (hours)	14.4	14		
Employees covered by collective bargaining agreements (%)	84	84		GRI 407-1
Females in leadership roles (%) (including ELT-Senior Manager Grade) <sup>2</sup>		32.6		
Females in non-management roles (%)	37	22.3		GRI 405-1
Females on Board of Directors (%)	17.6	17.6		
Board of Directors members over 40 (%)	100	100		GRI 405-2
Equal remuneration (median compensation of men vs women) (%) <sup>3</sup>				
Executive and Management	104	107		
Non-Management	98	97		GRI 102-39
CEO to Employee pay ratio <sup>4</sup>	124:1	75:1		

Percentages represent percentage of total workforce. Additional data splits available in CCEPs full GRI table

<sup>1</sup> Excludes Germany and Iberia.

<sup>2</sup> Excludes Iceland.

<sup>3</sup> 2017 Pay ratio is an average upon a sample size of percent of our total workforce. Methodologies vary for calculation between individual countries. The categorisation of Management and Non-Management roles for 2017 is consistent across all countries. This was not possible in 2016 due to lack of alignment immediately following the merger and explains any significant year on year differences shown.

<sup>4</sup> CEO changed in December 2016, resulting in an change in CEO compensation.

# SOCIAL DATA CONTINUED

## Community Investment (GRI 413-1)

### Total water withdrawals by volume and type

Type of investment	Contribution €	Percentage of total	Contribution €	Percentage of total
	2016	2016	2017	2017
Cash contribution	5,213,317	79	3,101,384	77
In-kind contribution	797,804	12	610,010	15
Management costs	202,500	3	78,580	0
Employee time (includes volunteer and management time)	384,868	6	331,021	8
<b>Total contribution</b>	<b>6,598,489</b>		<b>4,213,498</b>	
<b>% of pre-tax profit</b>	<b>0.5%</b>		<b>0.35</b>	

## Community investment by country (GRI 413-1)

	Total Community Investment €	Volunteer Hours	Total Community Investment €	Volunteer Hours
	2016 <sup>1</sup>	2016 <sup>1</sup>	2017	2017
Belgium and Luxembourg	996,088	250	849,552	619
France and Monaco	500,173	3,091	518,482	3,076
Germany	511,817	2,256	293,582	1,608
Great Britain	1,782,361	2,302	1,070,998	2,090
The Netherlands	181,483	1,087	203,789	625
Norway	259,000	160	168,340	390
Spain and Portugal	1,487,324	n/a	688,340	757
Sweden	751,407	448	80,857	44
United States (Former Corporate CCE HQ pre-merger)	128,837	180	168,505	0
<b>Total</b>	<b>6,598,489</b>	<b>9,775</b>	<b>4,042,414</b>	<b>9,209</b>

<sup>1</sup> Data for Iceland not captured in 2016.

## Code of Conduct Violations by type (GRI 205)

Code of Conduct Violations by type	Number	%
	2017	
Creating an Inclusive and Respectful Workplace	31	28
Dealing Fairly with Customers, Business Partners and Suppliers	6	5
Delivering High Quality Products	6	5
Integrity with our Business Records	34	30
Protecting Human Rights	1	1
Protecting Information	1	1
Using company assets responsibly – non-financial	21	19
Working in a Safe and Healthy Environment	12	11
<b>Grand Total</b>	<b>112</b>	<b>n/a</b>
Sum of No. Of Disciplined Employees Resigned and Dismissed	47	n/a
Sum of No. Of Disciplined Employees Still Employed	52	n/a